

EST · 1847

SEARCYS

LONDON

SECOND
NATURE



ESG 3 YEAR STRATEGY

June 2023





We love what we do, serving our customers fresh, seasonal and local food and great drinks prepared by our exceptional people every day.

Building on our achievements and proud heritage, our Second Nature ESG plan is a roadmap of our actions on sustainability across our business.

INCLUSION *By Design*

We create inclusive workplaces where everyone can thrive.



Diversity, equality & inclusion

PROGRESSIVE *Partnerships*

We partner to drive positive change.



Responsible sourcing
Sustainable supply chain

NURTURING AND *Growing Talent*

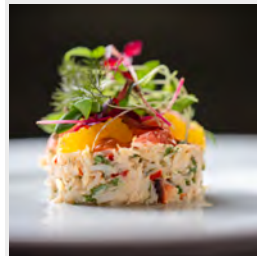
We help our people grow and succeed.



Training & development
Fair & decent work
Employee wellbeing

STEP *Up*

We act to reduce our impact on climate and nature.



Reducing carbon emissions
Designing out waste
Nature positive



INCLUSION *By Design*



KPIs and targets for 'Inclusion by Design'

Searcys Lead: Denise Allen



OBJECTIVE	GOALS	KPIs	TARGETS
<p>We create inclusive workplaces where everyone can thrive</p>	<p>Ensure diversity and inclusion is represented at all levels of our business</p>	<p>Gender diversity ratio of leadership roles</p>	<ul style="list-style-type: none"> • Increase marginalised gender representation in leadership roles* to 40% by 2026 • Increase female representation in leadership roles C, C-1 and C-2 to 40% by 2027 (GMs, deputy GMs, sales and marketing managers, chefs) • Conduct a refresh and update people ethnicity (75% declared by end of 2023) • Increase the representation of employees from mixed and multiple ethnic backgrounds in leadership roles by 2027 (to reflect regional population demographic)** • Sign up to Race in the Workplace Charter by end 2023 • Publish Ethnicity Pay Gap report in 2024 • Create a network for all the protected characteristics workstreams • Take part in Pride 2023 month • Enrol at least 1 candidate with the WiHTL leadership programme (Women in Hospitality Leadership and Future Ethnic Leaders) • Launch mentoring and reverse mentoring Programme in 2023 with 3 candidates per year • Launch a dedicated Searcys DE&I policy by end 2023 • Ensure DE&I is part of Searcys comms, launch the DE&I Searcys-specific survey in 2023
		<p>% of females in leadership roles promoted from within</p>	
		<p>Ethnic diversity ratio of leadership roles</p>	

*Leadership roles refer to C-suite minus 1

**Regional ethnic diversity as defined by the UK Government and the Office for National Statistics



NURTURING AND
Growing Talent



KPIs and targets for 'Nurturing and Growing Talent'

Searcys Lead: David Bevens



OBJECTIVE	GOALS	KPIs	TARGETS
<p>We help our people grow and succeed</p>	<p>To provide learning & development opportunities for all employees</p> <p>To make us an employer of choice within the hospitality industry by providing fair and decent work and to support our colleagues to thrive outside of work</p>	<p>% of employees receiving regular career development and performance reviews</p> <p>Number of training hours provided per employee per year</p> <p>% of management positions filled from internal hires</p> <p>Diversity ratio of employees on management development programmes</p> <p>Diversity ratio of internal promotions within departments to management positions</p> <p>Living Wage Foundation Recognised Service Provider* status</p> <p>Bonus gender pay gap</p> <p>Mean gender pay gap</p> <p>Access to medical, financial and nutritional support mechanisms</p>	<ul style="list-style-type: none"> • Build upon the strong heritage of training at Searcys by providing learning opportunities for all contracted employees, beyond mandatory requirements by 2025 • Increase the % of people from underrepresented groups** on our management development programmes to 30% by 2025 • Achieve the Living Wage Foundation's recognised service provider accreditation by 2026 • Reduce the gender pay gap to <10% by 2027 • 100% of employees have access to medical, financial and nutritional advice • Offer all permanent employees an annual performance review and career development conversation (target 90% of employees by end of 2023) • Offer 15 hours per annum of dedicated training (outside of mandatory training) • Ensure that there is increased representation on the Searcys leadership programmes from underrepresented groups to reach 30% by 2025

*Recognised Service Providers have committed to paying all directly employed members of staff, not tied to client contracts, the real Living Wage

**Underrepresented groups refer to protected characteristics including gender, race, ethnicity, sexual orientation, religion, age



PROGRESSIVE
Partnerships

CLASSIC CUVEE
English SPARKLING
BRUT
SEARCYS
EST. 1847
175
YEARS
TOGETHER

KPIs and targets for 'Progressive Partnerships' – 1

Searcys Lead: Richard Oxley/Danny de Ruiter



OBJECTIVE	GOALS	KPIs	TARGETS
<p>We partner to drive positive change</p>	<p>Launch our first 'Supplier Code of Conduct' by summer 2023</p> <p>To continually raise the bar on supplier sourcing standards</p>	<p>% of fresh and frozen meat Red Tractor certified</p> <p>% of seafood certified to an independent standards scheme</p> <p>% of shell hen eggs RSPCA Assured and free-range sourced</p> <p>% of liquid milk RSPCA Assured certified</p> <p>Achieve the equivalent of a Global Business Benchmark for Animal Welfare (BBFAW) rating</p> <p>% of cotton for uniforms from certified sustainable sources</p>	<ul style="list-style-type: none"> • 100% of our strategic and valued partners signed up to the SCoC by the end of 2023 • To achieve Red Tractor standards for all fresh meat by end of 2025 and frozen meat by end of 2027 • Ensure 100% of our seafood is responsibly sourced and certified to an independent environmental standards scheme by end of 2023 • 100% of shell hen eggs RSPCA Assured and free-range sourced by end of 2023 • By 2025 100% of liquid milk directly contracted with UK dairy farmers who are meeting RSPCA Assured standards and committed to achieving Net Zero • Achieve an equivalent of Global Business Benchmark for Animal Welfare rating (BBFAW) Tier 2 by end of 2025 • Source 100% of cotton for our uniforms from certified sustainable sources, such as the Better Cotton Initiative, by end of 2024 • Monitor the adherence to Searcys Sustainability Pledges to drive 100% compliance • Use fish only from MSC certified fisheries and the MCS Good Fish Guide***

*An example of responsibly sources seafood can include MSC certified.

**Examples of certified sustainable cotton sources could include Better Cotton Initiative (BCI) and organic cotton.

*** Includes green and amber-rated species from the Good Fish Guide

KPIs and targets for 'Progressive Partnerships' – 2

Searcys Lead: Richard Oxley/Danny de Ruiter



OBJECTIVE	GOALS	KPIs	TARGETS
<p>We partner to drive positive change</p>	<p>To source products from areas with no risk of deforestation</p> <p>To ensure fair terms and improve working conditions across our supply chain</p>	<p>% of primary deforestation-linked commodities that are deforestation free</p> <p>% of palm oil RSPO certified</p> <p>% of FSC certified wood and paper product in manufacturing and processing facilities</p> <p>% of suppliers registered on SEDEX with a fully completed questionnaire and a human rights policy in place</p>	<ul style="list-style-type: none"> Achieve no deforestation across our primary deforestation-linked commodities, latest by end of 2030 100% RSPO certified palm oil within nominated lines and manufacturing and processing facilities by end of 2024 100% FSC certified wood and paper products used for manufacturing and processing facilities by end of 2025 Ensure 100% of WSH strategic and valued partners are registered on Sedex with a fully completed questionnaire and have a human rights policy in place by the end of 2024

* Roundtable on Sustainable Palm Oil (RSPO).



STEP
Up



KPIs and targets for 'Step Up'

Searcys Lead: Kathryn Richmond



OBJECTIVE	GOALS	KPIs	TARGETS
<p>We act to reduce our impact on climate and nature</p>	<p>To significantly reduce our greenhouse gas emissions to achieve net zero across our entire value chain by 2040</p> <p>To remove all avoidable waste across our business</p>	<p>Total Scope 1 and 2 GHG emissions (tonnes tCO2e)</p> <p>Scope 3 economic intensity GHG emissions (tCO2e/£Mio turnover)</p> <p>% reduction of GHG emissions against 2019 baseline year</p> <p>Absolute scope 3 FLAG GHG emissions</p> <p>% reduction of Scope 3 FLAG GHG emissions</p> <p>Status of science-based target SBTi validation</p> <p>Directly controlled food waste (food waste as % of purchases)</p> <p>Total waste to landfill (tonnes)</p> <p>% of packaging formed of single-use material</p>	<ul style="list-style-type: none"> • Achieve net zero across our entire value chain by 2040 compared with a baseline of 2019 • Reduce our absolute scope 1 and 2 greenhouse gas emissions 80% by 2030 and 90% by 2040, from a 2019 baseline year • Reduce Scope 3 economic intensity greenhouse gas emissions 77% by 2030 and 97% by 2040, from a 2019 base year • Reduce absolute scope 3 FLAG greenhouse gas emissions 72% by 2040, from a 2019 base year • Submit net zero and FLAG targets for validation by SBTi latest by end of May 2023 • Develop and launch Step Up protocol, best behaviours guide and training module by end 2023 • Confirm best practice equipment and layout for new openings/refurbishments guide and set minimum desired standards • Understand 2023 baseline of carbon footprint per £ of revenue • Reduce food waste by 20% by end of 2024 from a 2023 baseline pro-rated • Zero waste to landfill (from directly controlled sources) by 2030 • Eliminate all avoidable* single use-packaging by 2030 • Introduce plant-based signature dishes in 2023, with the goal to have 25% of our dishes plant based by 2026 • Measure Scope 3 emissions of our menus in 2023 to inform our guests about their choices, with the goal to reduce the impact of our dishes by 30% by 2026 • Shift our sourcing policy towards regenerative farming and select 6 hero ingredients championing this field by the end of 2023

*Avoidable single-use packaging in this case refers to packaging that when subtracted will not impact product quality and where a low-impact alternative is available